Recruit/Officer training consists of understanding the human bias, impact of biased policing, and skills for fair, impartial, and effective policing.

The **First-Line Supervisors** training challenges supervisors to think about how bias might manifest in their own behavior and provides guidance on how to speak about bias.

The **Mid-Level** training is targeted toward individuals who are above the rank of first-line supervisor and below what might be considered "command staff" in an agency.

Command-Level Personnel training program is for the agency executive and command-level staff. This training covers the science of bias and its implications for policing, and includes recruitment and hiring, training, supervision and accountability, leadership, and outreach to diverse communities.

A 2.5-day **Train-the-Trainer** program is designed to enable law enforcement instructors to teach both the patrol officers and the first-line supervisors training programs. FIP instructors provide technical assistance in small group workshops on key concepts and techniques and provide critical assessments of participants' training skills during their "teach backs."

CONTACT DETAILS

As soon as training dates/locations and registration details are available, information will be provided to MCOLES, MACP, and MSA for distribution.

MSP-FIP@michigan.gov

www.michigan.gov/cjgrants

Michigan State Police
Grants and Community Services Division

FAIR & IMPARTIAL POLICING® TRAINING

FAIR & IMPARTIAL POLICING® TRAINING FOR YOUR ORGANIZATION HOSTED BY

FAIR & IMPARTIAL POLICING® (FIP) TRAINING PROGRAM

Around the country, traditional racial-profiling training programs have been based on outdated understandings about prejudice. Many such training programs have conveyed the message, "stop being prejudiced," with an emphasis on reducing animus toward stereotyped groups.

This message is ill-suited for most individuals in modern society, including most individuals in policing, who may not have explicit prejudices. The Fair & Impartial Policing® training program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula address, not just racial/ethnic bias, but biases such as gender, sexual orientation, religion, and socio-economic status.

The curricula are founded on the following fundamental principles:
- All people, even well-intentioned people, have biases.
- Having biases is normal to human functioning.
- Policing based on biases or stereotypes is unsafe, ineffective and unjust.
- Officers can learn skills to reduce and manage their own biases.
- Supervisors can learn skills to identify biased behavior in their direct reports and take corrective actions when they detect biased policing.
- Fair & Impartial Policing® is a cornerstone of procedural justice and important for the achievement of agency legitimacy.
- Law enforcement executives and their command-level staff can implement a comprehensive agency program to produce Fair & Impartial Policing®.

The Fair & Impartial Policing® curricula, based on the science of bias, are customized for the following audiences:
- Recruit/Officer (1 day)
- First-Line Supervisor (1 day)
- Mid-Level (1 day)
- Command-Level Personnel (1.5 days)
- Train-the-Trainer (2.5 days)

TRAINING BEGINS FALL 2018 AND IS PROVIDED AT NO COST

All of the courses are capped at 30 people and include high quality trainee materials.